



Contents

Welcome from Jo Buckley	03
Welcome from Ronnie Bowie	04
Advertisement	05
About the Dunard Centre	07
What Drives Us	08
The Role	10
Conditions & Remuneration	13
How to Apply	14



Welcome from Jo Buckley, Chief Executive, IMPACT Scotland

We are creating an inclusive arts space for the community:
a “hall for all” where everyone is welcome.

The phrase “once-in-a-lifetime opportunity” is bandied around a lot these days, and it’s not always warranted. However, I’m sure you will agree it’s an apt way to describe what it means to be involved in bringing the Dunard Centre to fruition. I’m thrilled to be part of this remarkable project which will see Edinburgh gain its first dedicated concert hall in more than a century. We are building a musical hub for the city that will hum with innovation, talent and creativity. But perhaps most importantly, we are creating an inclusive arts space for the community: a “hall for all” where everyone is welcome.

Located in the heart of Edinburgh, the Dunard Centre will be an accessible, bustling venue that fosters connection and communication. It will serve as a home for the Scottish Chamber Orchestra and a principal venue for the Edinburgh International Festival, with a core purpose of bringing more music to more people, more often. I want everyone to feel as though they can pop in and see something that surprises and delights them, whether that’s one of the world’s leading opera stars, a live podcast recording or an emerging indie talent.

From classical music to spoken word, rock to hip-hop: it will all happen in this astonishing 1,000-seater building, the first in the UK to be designed by David Chipperfield Architects and the peerless Nagata Acoustics. Edinburgh will join the likes of Tokyo, LA, Paris and Hamburg in having a state-of-the-art music hall that belongs on the world stage.

Yet we will very much have our own strong identity, with a vibrant, diverse programme that will see a world-leading artist play one night and a community choir the next. The possibilities are limitless.

This project has been many years in the making, and it has taken more than 25 years to find the right spot for the venue, which will be tucked behind the iconic Royal Bank of Scotland building on St Andrew Square. We have now reached a pivotal moment where the plans for the Dunard Centre are ready to be put into action. The site for the hall has been cleared and soon the build will begin. As we enter the organisation’s next phase, we want to ensure we have the necessary breadth of skills and diversity of voices on our board and committees to guide us through to completion, and I’m delighted that you have taken an interest in joining us.

If what we are trying to achieve with the Dunard Centre resonates with you, and you have the skills and experience to help us get there, I would love to hear from you. I hope you enjoy learning more about this boundary-pushing concert hall – and that you are as excited as I am for what lies ahead.

Jo Buckley
CEO, IMPACT Scotland



[Watch our video](#)



Welcome from Ronnie Bowie, Chair, IMPACT Scotland

Turning a hidden plot into a public treasure demands vision, determination and collaboration.

I sometimes joke that on receiving the news I had been appointed Chair of IMPACT Scotland, I thought they had dialled the wrong number. I had never been involved in an arts project before, so what a privilege it was to be invited to be part of something that's not just a once-in-a-generation, but a once-in-four-generations endeavour. The potential cultural footprint of the Dunard Centre cannot be understated, and I am filled with admiration for everyone who has worked so tirelessly to shape the vision for this bold building. As we focus on bringing that vision to life with a four-year build ahead of us, I am looking for new Trustees and Committee Members to join our existing Board and strengthen the variety of skills and perspectives on our team.

We are committed to making a meaningful impact on Scotland's creative scene. That means creating a stunning civic space that exists to serve everyone; somewhere that is open, inviting and inclusive to performers and audiences alike. Our Board and Committees play a crucial role in ensuring that the Dunard Centre fulfils its purpose to bring more music to more people, transforming communities through culture. We can only do this effectively by having a diverse range of Trustees and Committee Members who reflect the rich tapestry of the society we seek to serve.

We are therefore not looking for one specific type of person to join us.

You may already have experience as a board member but we will also happily welcome those who have not been part of a board or committee before (don't worry; training will be provided). What matters most is that you are passionate about the Dunard Centre's mission, your values are aligned with ours and you are dedicated to ensuring the delivery of an outstanding, person-focused concert hall that catapults us into a bright musical future. Ideally, your professional background will enrich or expand our existing set of knowledge and expertise. Perhaps you work in finance or risk management, or you are already embedded in the arts, or you have experience in construction. This is just a snapshot of the kinds of skills that could be helpful to the Dunard Centre's mission – further on in this candidate brochure you will find an expanded list.

Turning a hidden plot into a public treasure demands vision, determination and collaboration. As a Trustee or Committee Member, you will be part of a project that will have a lasting legacy not just on Edinburgh but on Scotland. This is an opportunity to shape the future of what is certain to be a cultural icon. I have absolutely fallen in love with this project, and I hope you will too.

Ronnie Bowie,
Chair, IMPACT Scotland



[Watch our video](#)



Advertisement

Trustee / Committee Members, Dunard Centre (Voluntary)
Location: Hybrid: Edinburgh.

The Dunard Centre is Edinburgh's first purpose-built concert hall for more than a century, delivering a bold, ambitious and courageous programme that champions the very best in live performance. We are seeking new Trustees / Committee Members to join our existing Board in ensuring the delivery of exceptional arts and cultural experiences for everyone.

It is our ambition to bring more music to more people, transforming communities through culture. As a Trustee or Committee Member, you will play a key role in helping us achieve our aims to be a world-leading concert hall that is welcoming, inclusive and open to all. Working in collaboration with our other Trustees or Committee Members, you will strategically advise on the artistic, financial and operational direction of the Dunard Centre, regularly reviewing management structures, staff, business plans, budgets and resources to ensure their efficacy in supporting our work. Using your specific skills and experience, you will contribute to decisions of the Board, working to deliver good governance in practice.

You do not need to have served on a board or committee previously, and training and support will be offered where required, so this is a fantastic opportunity for anyone with a passion for the arts to become part of the next chapter in Edinburgh's cultural story. You will be a confident communicator with strong interpersonal skills and a diverse professional network. You will also be an ambassador for the Dunard Centre, sharing our values and championing our work to a wider audience.

Our governance structure currently comprises a Board of Trustees and three sub-committees covering Finance, Capital and Fundraising. Two new advisory groups, one with a focus on artistic programming and community engagement and another focussing on campaigns, are also in development. We are keen to hear from individuals with the skills, experience and appetite to contribute to one or more of these committees and/or to join the Board of Trustees. It is important that our committees represent a range of skills and perspectives, and we are particularly committed to supporting applications from individuals from backgrounds or social groups that are currently underrepresented in the creative industries.

Trustee / Committee Members are expected to devote sufficient time and energy to the effective governance of the Dunard Centre, attending five full board meetings a year plus/ or five sub-committee meetings, all of which are hybrid. This is a voluntary role, however travel expenses incurred will be fully reimbursed.

If you are excited by the idea of being part of our journey and you believe you have the skills and experience to help us deliver a world-class concert hall for everyone, we would be delighted to hear from you. Applications in the form of a tailored CV and a covering letter (no longer than two pages), highlighting your skills and experience pertinent to the role, should arrive no later than Wednesday 31 July 2024. Please note you will also be provided with a copy of a Skills Matrix for completion.





About the Dunard Centre

For Music. For Everyone.

The Dunard Centre is Edinburgh's first purpose-built concert hall for more than a century. Designed by David Chipperfield Architects and Nagata Acoustics, this all-purpose performance venue will have at its heart a world-class auditorium that champions the very best in live performance across all genres, and ensures everyone can be part of it. Our ambition is to create an open and welcoming space for life-enhancing and life-changing experiences, crossing generations and communities.

This landmark building will become home to the Scottish Chamber Orchestra and the Edinburgh International Festival; it will be a vibrant, creative hub that teems with life all day, matching the vibrancy and diversity of three weeks in August in a year-round offer. Designed to slot into a bustling city centre site fringed by heritage buildings, its 1,000-seat auditorium, bars, workshop rooms and recording facilities will host a diverse programme that combines classical, pop, rock, folk, jazz, spoken word and electronica. Its innovative and wide-reaching community engagement programme will connect artists, audiences and communities in year-round opportunities for lifelong learning.

IMPACT Scotland is the charitable organisation responsible for overseeing the creation and running of the Dunard Centre. The Dunard Centre benefits from the generous support of the Dunard Fund — a long-term funder of the arts and music in Scotland — and is the cultural centrepiece of the Edinburgh and South East Scotland City Region Deal, a transformative partnership between the UK and Scottish Governments and Edinburgh City Council.

Through the support of Royal Bank of Scotland, the Dunard Centre will be built in the heart of Edinburgh, behind and directly connected to the Bank's historic registered office at 36 St Andrew Square. As the enabling works on site near completion, IMPACT Scotland is now preparing for the Dunard Centre's four-year main construction period. Its ambition is to become a zero-carbon building within a decade of its opening.

You can find out more about the project [here](#).



[Watch our video](#)



Scottish Chamber Orchestra c. Christopher Bowen

What Drives Us

Bringing more music to more people,
transforming communities through culture.

Our Vision is to create a 'Hall for All', a world-class concert hall in the heart of Edinburgh: a creative, collaborative space that hums with activity all day every day, bringing exceptional live music to everyone. We will showcase the world's leading artists, bring together different perspectives and champion cultural excellence.

Our Mission is...

- To deliver a world-leading concert hall that champions the very best in live performance across all genres, and invites everyone to be part of it;
- To reflect the hall's world-class acoustics and exceptional design in a programme that is bold, ambitious and courageous, as international as it is anchored in the hall's Scottish roots;
- To be people-centred from back office to front of house, creating an open and welcoming space for life-enhancing and life-changing experiences, crossing generations and communities;
- To develop a vibrant, creative hub that is anchored in partnerships, connections and lifelong learning;
- To embed sustainability in everything that we do, ensuring the hall's place in a thriving and climate-conscious cultural economy for generations to come;
- To become an outward-looking centre whose reach far transcends its physical space.

Our Purpose is to bring more music to more people, transforming communities through culture. We will become a vibrant, creative hive of activity that connects artists, audiences and communities, transforming Scotland's cultural landscape.

Our Values are...

Excellence & Ambition

The UK's first Nagata-designed hall, with a programme that inspires and nurtures new generations of talent.

Inclusivity

An accessible space that is open to all and actively seeks out new listeners.

Lifelong Learning

The creation of a pathway to a lifetime of creativity and collaboration across all parts of society.

Partnerships

The formation of partnerships that underpin the development of a bold, courageous and creative hub.



The Role -Trustee/Committee Members

Ensuring the delivery of exceptional arts and cultural experiences for everyone.

We are looking for new Trustees / Committee Members to join the Dunard Centre and play a pivotal role in shaping the strategic direction and governance of what will become one of Scotland's most iconic cultural institutions. The organisation's governance structure currently comprises a Board of Trustees, and three existing sub-committees covering Finance, Capital, and Fundraising. Two new advisory groups, one with a focus on artistic programming and community engagement and another focussing on campaigns, are also in development.

We are keen to hear from individuals with the skills, experience and appetite to contribute to one or more of these committees and/or join the Board of Trustees. Acting with great care and diligence and working in collaboration with your fellow Trustees / Committee Members, you will ensure the Dunard Centre fulfils its role in delivering exceptional arts and cultural experiences for everyone, while fostering community connections and maintaining financial solvency. These roles are carried out through attending and participating in trustee or committee meetings. You need not have previous board, trustee, or committee experience to apply, and training and support can be provided as needed.

Responsibilities:

- Strategically advise on the artistic, financial and operational direction of the Dunard Centre.
- Ensure the purpose and long-term strategic direction of the Dunard Centre is developed, shared and regularly reviewed and that sufficient steps are being taken to achieve its core ambitions.
- Review management structures, staff, business plans, budgets and resources to ensure their efficacy in supporting the work of the Dunard Centre.
- Monitor risk and performance through effective systems of internal review and delegation, ensuring appropriate policies and procedures are in place and regularly reviewed.
- Ensure that the centre functions within the relevant legal and financial requirements and strives to achieve best practice.
- Serve as a positive ambassador for the Dunard Centre, sharing its mission and ambitions with a wider audience.
- Support the values of the Dunard Centre, maintaining an inclusive approach in line with the centre's 'hall for all' ethos.
- Devote sufficient time and energy to the effective governance of the Dunard Centre, reading papers for meetings and attending board meetings (five full meetings a year plus/or five sub-committee meetings, all of which are hybrid).



National Youth Choir of Scotland c. Sally Jubb

- Contribute to the decisions of the Board using your skills and experience and share responsibility for all the decisions of the Board, working to deliver good governance in practice.
- Use your specific skills and knowledge to help the Board of Trustees reach sound decisions.

Person Specification:

- A passion for arts and culture.
- Strong communication and interpersonal skills, with an inclusive mindset and broad professional network.
- The ability to think strategically in order to contribute to the long-term sustainability of the Dunard Centre.

The Trustee Board seeks to maintain a membership that has a wide-ranging level of experience so that the Board as a whole has the skills and experience to draw upon in its governance and decision-making roles. We are keen to ensure that our committees represent a range of skills and perspectives, and we are particularly committed to supporting applications from individuals from backgrounds or social groups that are currently underrepresented in the creative industries.



The Role -Trustee/Committee Members

Areas of skills and expertise.

We have outlined below the types of expertise we are looking for. Skills and knowledge in one or more of the following areas would be welcomed, and you will be provided with a skills matrix to indicate your area(s) of expertise.

- Governance and Compliance: Expert knowledge of regulatory requirements and governance best practices, particularly within the context of our organisation.
- Financial Leadership: Expertise in financial oversight, budgeting, and financial planning.
- Fundraising and Development: Expertise in securing funds and developing donor relationships.
- Strategic Planning: Expertise in developing and implementing strategic plans.
- Risk Management: Expertise in identifying and mitigating risks, including legal, regulatory, financial and reputational.
- Cultural and Artistic Knowledge: Deep understanding of the arts and cultural sectors.
- Corporate/Public Affairs: Expertise in stakeholder management and engagement with private, public and third sector organisations.
- Legal: Expert knowledge and understanding of legal issues relevant to the organisation.
- IT and Digital Innovation: Expertise in IT systems and digital strategies.
- Construction: Expertise of oversight of large, complex capital build projects.
- Marketing and Public Relations: Expertise in skills in marketing, branding, public relations and communications.
- HR and People Management: Expertise in human resources and colleague development.
- Diversity and Inclusion: Expertise in leading and developing diversity, equity and inclusion strategies.





Scottish Chamber Orchestra c. Stuart Armit

Conditions & Remuneration

Salary

Voluntary

Location

Hybrid: Edinburgh

Timescale

Closing date for applications
Wednesday 31 July 2024

Interviews

w/c 19 August 2024





How to Apply

For an informal discussion about the role then please contact LHH.

To apply for this post, please send your tailored CV and a cover letter no longer than two pages by email, highlighting in the subject heading 'Trustee / Board Members' to scotlandexecutive@lhh.com.

If you would like a confidential, informal discussion about the role then please contact LHH on **+44 (0) 141 220 6460** or send an email to the above mentioned address.

The Dunard Centre is committed to equality and we encourage you to apply no matter what your age, caring responsibilities, disability, gender, gender identity, marriage and civil partnership, pregnancy and maternity, race, religion or belief or sexual orientation. We welcome candidates from all backgrounds and from all sectors. We are particularly committed to supporting applications from individuals from backgrounds or social groups that are currently underrepresented in the creative industries. We will support any access requirements you may have during the recruitment process and ensure that reasonable adjustments are in place as required by the Equality Act 2010.

LHH is an employment consultancy that believes in talent, not labels. It is important to us that we run inclusive recruitment processes to support candidates of all abilities and encourage applicants of all backgrounds and perspectives to apply. LHH is committed to building an inclusive, supportive environment to enable candidates to explore the next steps in their careers. If you require reasonable adjustments at any stage, please let us know and we will be happy to support you.

We are constantly reviewing our approach to ensuring equality and diversity in our applications and would be pleased if you could complete the attached Equalities Monitoring Form.

LHH Recruitment, formerly Badenoch + Clark, is Scotland's leading Executive Search team. We connect Scotland's top businesses with exceptional candidates – and we do it really well.

We count innovators, creatives and leaders among the professionals we work with, and our clients and candidates span a diverse range of sectors and functions. From procurement and supply chain, medical, engineering, project management, accountancy, legal, transport and business transformation, to banking, the arts, government, technology, marketing and communications, not-for-profit and HR, our expertise is wide-reaching and our reach unparalleled.

We pride ourselves on our ability to give clients and candidates a competitive edge while making the recruitment process smooth, straightforward and – dare we say it – enjoyable. Whether you're taking the next step on the career ladder or building a bespoke and targeted recruitment strategy, our Scottish team will work hard to deliver a first-class service that meets your exact requirements.

LHH Recruitment is the Professional Services and Executive Search arm of Adecco, a Fortune 500 business headquartered in Zurich and the world's largest human resource consulting and recruitment company. This means we have national and international networks at our fingertips to help clients and candidates make the right connections.

Your time is precious. Let us do the legwork for you.

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